

SOCIO-ECONOMIC SIGNIFICANCE AND PRINCIPLES OF MANAGEMENT OF PEDAGOGICAL PERSONNEL IN THE SYSTEM OF HIGHER EDUCATION

Mukhammadjon Ubaydullayev

Department of Education Management

Kokand State Pedagogical Institute Uzbekistan

ANNOTATION

The article shows the features of education management, the basic concepts of management functions, higher education institution the need to focus on ensuring the quality of management of pedagogical personnel in higher education, increasing the effectiveness of interaction with them, ensuring their interest in the results of their activities.

INTRODUCTION

Scientific and theoretical aspects of Personnel Training Management in the education system from many foreign scientists W. Stock, J. Siegfried, A. Finegan, L. Maureen, G. Pettersson, P. Drucker, M. Mescan, M. Albert, F. Khedauri, T. It is covered in the research work of Saati and others on management .

From the countries of the Commonwealth of Independent States V.I. Martsinkevich, I.V. Saboleva, S.A. Dyatlov, N.P. Litvinova, L.I. Jacobson, T.I. SHamov, P.I. Tretyakov, V.V. Glukhov, A.V. Tebenkin, A.N. Asaul, M.V. Nikitin, A.N. The scientific work of such scientists as Boeva is devoted to the research of issues of improving the educational system. ¹

Also, an integrated approach to the research of the management of pedagogical personnel in the system of Higher Education T.Yeskhina, T.Belyaev, M.Larionova, V. Medvedev, E.Saprikina, Yu.Tatur, I.Gancherenok, O.L.It is reflected in the scientific research of the Osadchuk.²

From scientists from Uzbekistan: Q.X.Abdurahmonov in his research issues of socio-Labor Relations, training of Personnel, Management of pedagogical personnel, education and Human Development; Sh.N.Zeynutdinov features of the organization of labor in the conditions of modernization of the economy; L.P.Maksakova demographic characteristics of employment issues; R.A.Obeydullaev, D.A.Artikovas on the issues of the labor market and women's employment; Sh.R.Kholmominov covered the features of the rural labor market and modeling issues in his research. In the studies of scientists of our country, some aspects of the

¹ Stock, Wendy A., Siegfried, John J., and Finegan, Aldrich (2011) «Completion Rates and Time-to-Degree in Economics Ph.D. Programs». American Economic Review Papers and Proceedings 101 (3) (May): 176-188; Lewis, Maureen A., Gunilla Pettersson. (2009) Governance in Education: Raising Performance. Washington, DC: The World Bank.; Peter F. Drucker, «Anew Discipline», Success! January-February 1987, p.18.; Mescon M., Albert M., Khedouri F. Fundamentals of management // per. L. I. Evenko. - M.: Delo, 1997. – 704 p.; Saati T.L. Decision-making with dependencies and feedbacks. Analytical networks. – Moscow: LKI, 2008.

² Martsinkevich V.I., Soboleva I.V. Human Economics. – M.: 1995, 47 p.; Dyatlov S.A. Economics of education in a transitional period. – St. Petersburg, 1995, 186 p.; Litvinova N.P., Sheremetova V. Marketing of educational services – St. Petersburg: 1993, 320 p.; Yakobson L.I. Economic methods of management of the socio-cultural sphere – M.: 1991, 176 p.; Shamov T.I., Tretkov P.I. Management of educational systems. - M., 2011, 319 p.; Glukhov. A.V. Economics and organization of university management, St. Petersburg, 1999, 447 p.; Tebekin A.V. Methods of managerial decision-making. - M.: 2013.,572 p.; Asaul A.N. Management of a higher educational institution in an innovative economy. – St. Petersburg.: 2007, 280 p.; Nikitin. M.V. Modernization of management of development of educational organizations. Monograph. – M.: 2001. – 221 p.; Boeva A.N. Evaluation and ways to improve the effectiveness of educational activities of state higher educational institutions: abstract of the dissertation of the Candidate of Economic Sciences. – Vladivostok, 2011. - 23 p.

development of the educational services market were also studied. In Particular, B.Yu. Khadiev, S.S. Gulomov, A.N. Romanov, R.K. Alimov, V.S. Toroptsov, K.A. Alimov, B.A. Begalov, D.B. Grigorovich, Sh.E. Gurbanov, E.A. Seithalilov, Q.X. Abdurakhmanov, M.X. Saidov, G.N. Akhunova, A.Sh. Teshaboev, A.S. Kucharov, A.O. Ergashev, D.X. Nabiev, Sh.Sh. Zahidova, Q.Q. Gunov, B.N. Studied in the scientific work of Navruz-Zoda and others.

MATERIAL AND METHODS

It should be noted that the issues of improving the methods and techniques of managing pedagogical personnel in the educational system have been poorly studied. Also, fundamental work on the management of pedagogical personnel in the system of Higher Education constitutes a very drawback. Therefore, the issue under study in this work is considered relevant and requires a deeper study.

The effective development of market relations in our country depends primarily on the efficient use of human resources. The Republic has its own policy in the field of Education, which consists mainly of comprehensive measures aimed at developing educational institutions and training of personnel in them.

The development of the country is assessed based on the fact that its level of sustainable development in the political, economic, social spheres is estimated. At this point, the issue of economic development of the country directly depends on the effectiveness of training personnel in the education system. Raising the process of training personnel in the educational system to a qualitatively higher level, as well as turning knowledge into a key factor in economic growth, is one of the important tasks of the National Personnel Training System. Today, meeting the demand for personnel, improving the quality of training specialists, introducing and improving modern specialties in this process, as well as increasing the competitiveness of graduates in the system of Economic Education and estimating their employment are considered important issues that need to be addressed.

President Of The Republic Of Uzbekistan Sh.M.Mirziyoyev noted “” it is necessary to bring to a logical end our large-scale work in this area, in particular, our nationwide programs adopted in education and training.” In the development of the economy on the basis of innovative requirements, increasing the level of knowledge of the population, the intellectual potential of production, expanding the scale of foreign investment, the development of entrepreneurship, small and private business, in turn, training, retraining and professional development of personnel in new economic areas, including in the educational system, are the urgent tasks of today.

It should be noted separately that today's development processes of the world economy, aggravation of economic problems, as well as economic knowledge in ambiguous situations can become an economic resource. Currently, great importance is attached to small business and private entrepreneurship in our country, the legal rights and interests of entrepreneurs are guaranteed by the state, the growing importance of entrepreneurship in predicting economic growth, the growing need for personnel in our society requires a regular increase in the economic knowledge of the population.

Fundamental reforms in all areas of the educational system related to increasing the effectiveness of the management of pedagogical personnel in higher educational institutions of

the Republic are carried out in close connection with the reforms carried out in the field of democratization of society and modernization of the country.

In the process of diversification of the economy and modernization of modern sectors of the economy in our country, the issues of training and retraining of highly qualified specialists with higher education are of particular importance, and the stages of development of the higher education system on the basis of improving the process of managing the activities of pedagogical-personnel are formed primarily

In the conditions of modernization of the economy, society is expected to face a number of problems, from which it is advisable to emphasize the issue of creating a personnel structure of the national economy in order to achieve such tasks as the reproduction of highly qualified labor, the maximum use of creative abilities of people, in particular young people, the development of

At present, the main attention of the economic reforms carried out in our mamalakat is paid to the development of industries with a high scientific and technical and scientific capacity. Therefore, our republic requires a new approach to the education of the younger generation and the implementation of new tasks in the education system. Currently, the main activities of higher educational institutions are aimed at providing higher professional education to young people, who can solve scientific and technical, creative, innovative, socio-economic tasks.

As you know, higher education reforms – are primarily aimed at training competitive specialists and the labor market. Our First President I.A.Karimov's 1st decision "on measures to strengthen the material and technical base of higher educational institutions and radically improve the quality of training of highly qualified specialists" is a decisive step in raising the educational and educational system of our country to a new, high level and ensuring the consistency of reforms in the field. In this regard, in order to radically improve the quality of the course process, which is considered the basis of the pedagogical-personnel activity, audiences based on the most advanced pedagogical and information and communication technologies should be equipped with multimedia tools, electronic whiteboards, televisions laid in the form of flat-screen symmetry, audio-video, monophonic equipment, a complex of modern projectors and modern visual

In the context of the development of an innovative economy, the main criterion for the development of higher educational institutions is the improvement of the quality structure of the specialists being prepared. This requires the improvement of the system of management of pedagogical personnel (pedagogical-personnel) in the process of training specialists in higher educational institutions.

The market economy, the successful functioning of higher educational institutions in the conditions of fierce competition will depend on its team, pedagogical and personnel qualifications, knowledge and experience, initiative, discipline and responsibility. In countries where market relations were formed much earlier, it has been well known for a long time that the improvement of leadership in the decision-making and development of these and other qualities in the persons of organizations and institutions is achieved at the expense of improving management.

Modern principles in the development of society require the transition to a fundamentally new stage of creating the possibility of obtaining high-quality professional knowledge. The role of

the Higher School in the creation and exchange of knowledge is important in order to solve global problems, from the elimination of low-income among the world's population to sustainable human development.

RESULTS

Higher education institutions serve the development of the country. The development of technologies based on a high level of intellectual resources and the competition of states wishing to own these resources serve as a key factor in the social and political rise in the XXI century, and not only from the economic side. Looking at the highest ranking higher education institutions in the countries of the world, all of them are located on the territory of developed countries, and it should be noted that these universities serve to further strengthen the position of their countries in the world community.

While there is a high demand in the labor market for professionals trained by them, it is these universities that have a significant share of discoveries and research of World importance.

Taking into account the fact that the population of Uzbekistan is much more than the population of the above-mentioned countries, the average population is located in the group of Uzbek outsiders by the number of students of higher educational institutions per capita.

In the conditions of an innovative economy, the importance of establishing the management of pedagogical personnel in higher educational institutions on a scientific basis is incomparable. Many years of research show that in the current conditions, the human factor of economic growth is decisive.

DISCUSSION

The management of pedagogical personnel in the system of higher education is a system of organizational, socio-economic, psychological, moral and legal relations aimed at the effective use of human potential in order to ensure the interests of a separate employee and Massa as a whole. There are four components that reflect the main functions of managing pedagogical personnel:

1. Selection of pedagogical personnel.
2. Development of pedagogical personnel.
3. Assessment of pedagogical personnel.
4. Stimulation of pedagogical personnel.

Management of pedagogical personnel in higher educational institutions (universities) is based on the following principles:

1. Ensuring the inextricable connection of the planning of pedagogical personnel with the strategy for the development of the CPSU.
2. Quantitative assessment of personnel costs and its impact on the economic indicators of the institution.
3. Determination of the necessary compensations for effective work in the labor market.

As a management function, a personal in an ATM must combine all other functions into a single unit, coordinate, interconnect, integrate. This is achieved by implementing the principles of working with a person.

At the moment, it should be noted that modern views on the management of pedagogical personnel are associated with the theory of human relations to management. In accordance with this point of view, the management of pedagogical personnel should be based on the following principles:

1. The basis of human-corporate culture. In the activities of economic entities operating with high efficiency, the main attention is paid to the personal. When human beings are placed in the center of change, they become the force that moves these changes.
2. Management-for everyone. Management should be carried out in all three: higher, Middle (“team”) and lower (“staff”) joints.
3. Efficiency-as a criterion for the success of enterprises and institutions. This means achieving the goal of the institution (organization) at the expense of the rational use of resources and achieving as much social effect (profit) as possible.
4. Relationships-as a criterion for the success of the enterprise. The problems arising from the” world of emotions “(psychological relations, interactions, values, interests)should be a priority in relation to the problems arising from the” world of facts ” (technology, technology, institution). According to this principle, it is also superior to “the most important is the client”, “the most important is the career level (hierarchy)”.

CONCLUSION

Quality is a criterion of efficiency.

This quality is general

covers five interrelated properties of the concept of:

personal quality;

team quality;

innovative product quality;

quality of Service;

organization quality.

Team-as a criterion for the success of the organization. All people who work in the organization are employees. They are members of a social group – team.

Teaching pedagogical personnel. It is a component of the process of changes in the enterprise, which is considered the key to progress and updates, as well as a vital necessity for the enterprise. Educational programs should appeal to the minds and hearts of employees.

These principles are aimed at the formation of corporate culture and the improvement of personality from all angles. They, together with modern technology and consulting, make it possible to significantly improve the level of management of pedagogical personnel.

As the leader manages pedagogical personnel, it is necessary that, without limiting himself to giving orders to subordinates, they focus their efforts on a specific goal, unite their colleagues around helping them to show their potential, that is, use the principles of guiding the person. This includes:

- assign responsibility to each employee for the work he performs;

- each employee must know who to submit to and from whom to take the assignment;

- the purpose of managing pedagogical personnel. Modern leadership implies the cooperation of the personal and administration in order to achieve the set goal;

- direct participation of the leader. The first leader, who heads the entire team of pedagogical workers, is obliged to personally participate in the introduction of innovations, improvement of the educational process and other issues;

- compatibility. Personnel policy must comply with the intended purpose, relevant criteria.

Recognition of the priority of Personality Development, which ensures the use of human resources in coordination with the interests of the CPSU and the employee, is the most basic principle of managing pedagogical personnel. When implementing this principle, the point of view of the institution as a consumer of labor changes.

ACKNOWLEDGEMENT

Styles aimed at collecting large-scale information about Personal can be used in a variety of forms. But, when using these styles, of course, the following principles must be observed:

1. Coordination, rationing, administrative measures (use of leadership powers), guidance, permission.
2. Economic incentives, rewards, participation in the distribution of benefits, social payments, financing, analysis of expenses for the individual, assessment according to economic criteria, lending.
3. Personal marketing, organization of labor activity, planning, forecasting, existing, historically composed personnel analysis of the management system.
4. Socio-psychological interest, persuasion, upbringing, assessment of practical and personal qualities, certification, resolution, adaptation, professional orientation, personalization of social issues, conflicts and stressful situations.
5. Legal-professional protection, verification of the conclusion and validity of contracts, legal authorization and coordination.

Modern methods of studying pedagogical personnel in general require, firstly, the study of their personal qualities and abilities in order to determine the potential of employees, and on the other hand, the quantitative and qualitative requirements for the personal, taking into account the prospects for the development of the CPSU and new areas of work activity.

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